



**AUSTRALIAN FOOTBALL LEAGUE  
POSITION DESCRIPTION**

<b>Job Title: Queensland State U16 boys Senior Coach</b>	<b>Date: January 2020</b>
<b>Department: Talent department</b>	<b>Location: AFL Queensland</b>
<b>Employment Type: Honorarium - TBA</b>	<b>Reg ID</b>
<b>Objective of Role</b>	<p><b>ABOUT US</b></p> <p>The Australian Football League (AFL) is Australia's premier sporting organization supporting a constantly evolving national competition which has experienced rapid growth over the past 10 years. The AFL currently has 600 permanent employees across the four state bodies, AFL Vic, NSW/ACT, QLD, NT and at AFL House including AFL Media. The AFL organization is responsible for growing and developing Australian Rules football code across Australia.</p> <p><b>ABOUT THE ROLE</b></p> <p>The primary responsibility of this role is to coach, lead and prepare the Queensland State U16 team at the National Boy's U16 Championships.</p> <p>This is a 1 year contract position</p> <p><i>Please note, employment in this position is subject to the successful candidate holding a Valid Working with Children Check and a satisfactory criminal history record check.</i></p> <p>Enhance the talent pathway experience of all players in the AFL Queensland State squad, highlighting each individual's talent and provide a positive environment enabling them to grow and develop through quality coaching.</p> <p>Collaborative and professional relationship with key personal at AFL club academies, QAFL clubs, AFLQ regional managers and all AFL Queensland talent pathways coaches and staff.</p> <p>Continue to build and support the AFL Queensland High Performance program that reflects the National Academy guidelines and protocols leading into the National Championship. Ensure players recruiting reports are to a high and informative standard for all AFL clubs. To enter these into Smartabase when required.</p> <p>Develop a very good knowledge and understanding of the State boy's talent pool in Queensland.</p> <p>Working with the State Coaching Manager to play a support role in the personal development of coaches participating in the AFL Queensland Coaching Pathway. This includes QAFL senior coaches, other state programs and the Diversity Program.</p>
	<b>Key Relationships</b>



	<b>Titles of Direct Reports:</b> Assistant Coaches	<b>Indirect Staff Reporting:</b> AFL Queensland support staff.
	<b>Other Key Stakeholders:</b> <ul style="list-style-type: none"> <li>• AFL / AFLQ Talent Department</li> <li>• Lions and Suns Academy Coaches and Managers</li> <li>• AFL List Managers</li> <li>• AFLQ Coaching Manager</li> <li>• QAFL Senior Coaches and development coaches</li> <li>• AFLQ Diversity Department</li> <li>• School AFL program coordinators</li> </ul>	

<b>Key Accountabilities</b>	<b>A DAY IN THE LIFE OF</b>	
	<b>State Coaching Duties – Head Coach State U16 Team</b> <ul style="list-style-type: none"> <li>• Selection of QLD squads through discussion with team selectors, QAFL Coaches, Lions/Suns academies coaches and managers.</li> <li>• Attendance at State Zone Trials, Academy Series, High Performance matches &amp; AFL Queensland talent days</li> <li>• Assist development in State Team program relating to training camp content, training sessions, match day plans, game plans etc. In line with AFL Queensland philosophies. 85% Fundamentals, 15% Strategy.</li> <li>• To coach and prepare the Queensland State U16 team at the National Boy’s U16 Championships, as well as trial matches.</li> <li>• Provide coaching, guidance, education and feedback to all players/coaches involved in State Teams.</li> <li>• Provide reports and feedback to players and coaches, verbally, written and via the Smartabase platform.</li> <li>• Complete recruiting reports on necessary QLD players for AFL clubs</li> <li>• Introduce quality video editing and coding for individual and team coaching, development and feedback</li> <li>• Identify elite QLD talent within specified age groups for individual development programs</li> <li>• Consult, develop and implement individual development plans with identified players</li> <li>• Engage, utilize and assist local coach in regions to facilitate and support development of players and training sessions</li> <li>• Attend national academy camps as requested</li> </ul> <p><b>Provide support, assistance and engagement with State Coaching Pathway delivery relating to all talent programs including community senior &amp; youth coaches</b></p> <ul style="list-style-type: none"> <li>• Assist with coaching and coach education relating to coach PD sessions, forums, multicultural, indigenous, female programs and community football where required</li> </ul>	

<b>Key Performance Indicators</b>	<b>Outcomes/KPIs</b>	
	<ul style="list-style-type: none"> <li>• Identify 35 best players U16 players from within the state</li> <li>• Invest in the quality of the talent pool available to select state squads</li> <li>• Deliver an elite level experience for all players while in the state program, via training sessions, education and coaching, as well as match day experience, where the focus is show casing talent.</li> <li>• To be very competitive at the National 16 Championships and State talent games</li> <li>• AFL recruiting reports to be of the highest quality and completed by set dates</li> </ul>	



OUR IDEAL TEAM MEMBER

**Key Competencies (skills & Knowledge)**

- Talent pathway focus in designing a training program and individual sessions for State squad.
- Develop and document individual player development plans
- Great people organizational skills
- A very clear and simplistic game and player development plan
- Having a balanced approach to individual player development and winning
- Ability to get the best out of players and staff
- Ability to teach players how to compete at a national level

**Other Core Competencies:**

- Educational and enhance talent as well as performance driven
- Excellent communication skills
- Determination to get the best out of people and achieve KPI's set
- Personal effectiveness
- Strategic thinking & planning
- Building organization talent
- Strong clear-thinking personal presence and influence on players and staff
- Collaboration & influencing

**Experience & Qualifications**

**Mandatory:** (e.g. tertiary qualifications, year of relevant experience, industry experience)

- Recent coaching experience at an AFL club, NEAFL or State League senior level or elite under-age competition
- Minimum level two coaching accreditation
- Strong understanding of the AFL talent development program and key objectives
- Planning and report writing skills to be able to deliver on set timeline and schedules
- Deliver quality training sessions based on AFL Queensland High Performance training templates in line with the AFL guidelines. 85% Fundamentals/15% Strategy.
- Game day coaching and educating enhancing players experience and enabling talent to develop and shine
- Strong work ethic and ability to work to a set plan with key stakeholders
- Understands the importance of post training and game feedback and formalized report writing and submissions on Smartabase in conjunction with HP manager.
- Understanding players wellbeing program – mental, physical and emotional.
- Develop Individual Development Plans in conjunction with HP Manager and uploaded on Smartabase.

**Desirable:**

- Capability to prepare player video game review footage reports



AFL Values

## OUR CULTURE

<http://www.afl.com.au/careers/experience-extraordinary>

- **TEAM** – Play as one
- **Play with Passion**
- **Play to Win**
- **Play Fair**

## THE PERKS

- We believe in a **Healthy Mind, Healthy Body and Healthy Workplace** and our staff have access to an extensive Health and Wellbeing program
- **My Development** – all employees have access to the AFL's My development program which consists of on the job training, coaching and mentoring and formal learning.
- **AFL Staff Footy Memberships** – easy access to the game, staff can share these with family and friends
- **My Benefits** – staff have access to over 350 discounts with some of the biggest retailers and the AFL's Corporate Partners
- **Play Your Way** – A flexible approach to your working life